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ABSTRACT

This publication outlines the history of the migrant program at Cornell University (New York) and describes its recent accomplishments and characteristics. The Cornell Migrant Program (CMP) is among the oldest of the land-grant universities' migrant extension efforts and the most comprehensive in approach. The first half of this document presents a timeline for the program, beginning in 1943 when the Farm Manpower Service was created. The Cooperative Extension Service assumed primary responsibility for farm labor programs shortly afterward. In the early 1970s, amidst controversy over the extension service's and university's role, Cornell formed the Wayne County Special Migrant Program, which offered services in family nutrition, health, pesticide safety, and housing; a field study program for Cornell students; and training for migrant child care staff. State funds were used to initiate and expand nutrition education, an outdoor education day camp for migrant children, evening programs for migrant youth, and various summer educational programs. By 1977, 1,200 migrant children were attending summer schools. The second part of this document describes recent developments at Cornell: the CMP Diversity Project, research on farmworker issues, involvement of college students in research and service activities, interagency collaboration in western New York, public relations and information dissemination, the New York State Migrant Parent Advisory Council, immigration services, health and dental programs, public policy education, archives and museum exhibits, and assistance to farmworker organizations. (Contains photographs and lists of program staff, offices and contact information, and agencies associated with CMP.) (SV)

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ED 466 671

Our Roots Feed Our Future

Celebrating the Thirtieth Anniversary of the Cornell Migrant Program

May 22, 2002

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Generation Tree

It all started as a seed in a new land called earth.

This seed, with love and nature, grew to become a sapling spreading its branches for all to see.

As time went on, the branch began to change.

Changing color, size, and shape.

The biggest of these branches was white, with the other branches varying from black to red to yellowish-tan.

This tree, of all, was the most beautiful thing on earth—and yet the most dangerous.

It spread 'til its shade covered the earth so that the sun and stars were the only thing permitted to penetrate the shade of spirit.

The tree had to thrive to survive the coldness and heat within itself, as well as fight the coldness and the heat around it.

It found itself separating in directions where only the branches of specific colors were permitted to sway.

Some of these limbs would clash into each other, causing them to break and fall to the earth beneath, while other branches change once more to a mixture of colors.

But not until all branches of all colors, sizes, and shapes come together will a new seed be formed to carry on where the old tree left off.

Ron Cole, member of 4-H youth group "Travalie," 1985

from *Migrant Farmworkers of Wayne County, New York: A Collection of Oral Histories from the Back Roads*. Joyce Woelfle Lehmann, editor. Wayne County Historical Society. 1990.

Introduction

Mission: The Cornell Migrant Program is dedicated to improving the living and working conditions of farmworkers and their families. We also seek recognition for farmworkers' contributions to society and their acceptance and full participation in local communities.

Vision: The Cornell Migrant Program envisions a state and nation in which farmworkers receive equal protection under law, earn a living wage, live in comfortable housing, are safe and healthy, receive due respect as workers and as individuals, and participate fully in their communities.

It has been my pleasure to participate actively in the Cornell Migrant Program almost from its inception 30 years ago. The satisfaction has come from the work—knowing that the needs of migrant farmworkers are so great that whatever we have been able to accomplish over three decades has been extremely worthwhile.

Farmworkers themselves have been an inspiration: their hard work, resiliency, courage, intelligence, and generosity are evident to all who have had the honor of working with them.

The strength of the Cornell Migrant Program has truly been its staff. Not only have they all been immensely talented, but five of these individuals have contributed mightily to the program for more than 20 years each and others have clearly enlisted for the long haul. They stay not because the work is easy but rather because it is challenging and sorely needed. They have done a magnificent job of identifying unmet needs and designing programs that are highly effective. Staff have been amazingly flexible and creative, adapting to new groups of migrant farmworkers and adjusting program foci as needed.

Yet without our external partners we could not have been effective. We owe a debt of gratitude to the Migrant Education Program of the New York State Education Department, the Migrant Education Outreach Programs (MEOPS), Rural Opportunities, Inc., Rural and Migrant Ministry, the Geneseo Migrant Center, Farmworker Legal Services, Agri-Business Child Development (ABCD), and virtually all the other health, labor, and education programs in the state that serve farmworkers.

The Cornell Migrant Program occupies a unique place among the land grant universities, which are present in all states of the union. It is both among the oldest of the migrant extension efforts and the most comprehensive in approach. Still, the road to the present has not been smooth. The Wayne County Agricultural Manpower Program (later Special Migrant Program, today Cornell Migrant Program) was born out of controversy, and controversy has been almost constant ever since. People and institutions react strongly to issues surrounding migrant farmworkers. In addition, the focus on an audience, migrant farmworkers, rather than a specific problem or subject matter, has caused confusion over the proper "fit" of the program within the Cornell University system. Nevertheless, for 30 years the institutional partners of the Cornell Migrant Program—the College of Human Ecology, the College of Agriculture and Life Sciences, and Cornell Cooperative Extension—have been steadfast in their support.

For that reason we face the next 30 years with immense optimism. True, the fundamental challenges faced by migrant farmworkers remain: very low year-round income, hard physical labor, difficult working conditions, often poor living conditions, lack of formal education, discrimination, exclusion from many protections of law, powerlessness, and limited access to health care. Yet society is changing and the Cornell Migrant Program is in a great position to contribute substantially to the progress to come.

Herb Engman, director,
Cornell Migrant Program, May 2002

NICOLA KOURTOUPIS, UNIVERSITY PHOTOGRAPHY

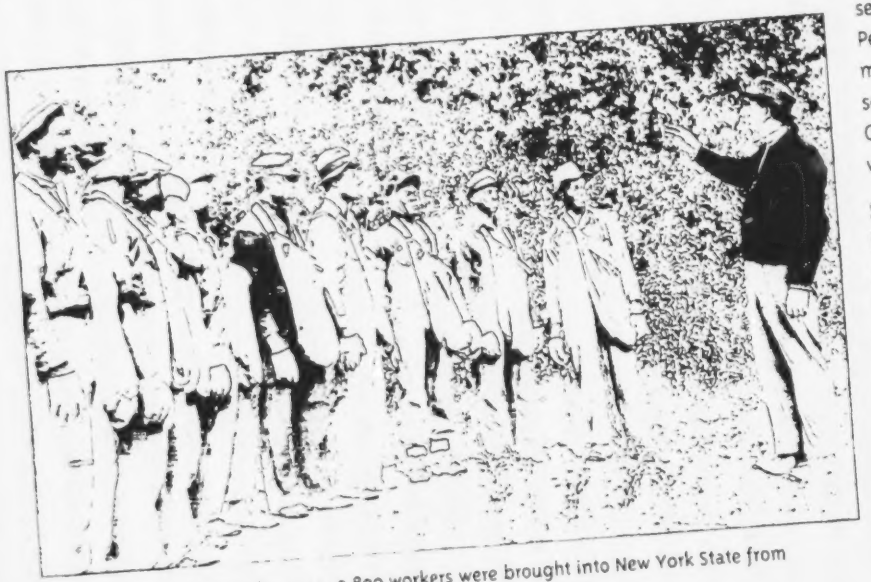
Researched and compiled by Kay Embrey, senior extension associate, Cornell Migrant Program

The Soil Is Tilled

1943

In January, New York State War Council creates Farm Manpower Service to coordinate, expedite, and assist with farm labor programs of all state and federal agencies and departments. From 1943 to 1945, Cooperative Extension Service assumes primary responsibility but assigns to Employment Service responsibility for recruitment and placement of all farm help.

Extension service operates 150 public camps. To make most efficient use of available labor, extension service carries out training program based on research studies of labor utilization and efficiency.



Between June and November 1943, 2,800 workers were brought into New York State from Jamaica and the Bahamas.

1961

Herman M. Cohn wills his farm to Cornell University with stipulation that farm must be operated as commercial enterprise for 15 years.

1966

Prof. William Friedland coordinates Migrant Labor Project from 1966 to 1969 in which his graduate students live on labor camps during summer and document all activities and forms of behavior.

1968

In September, United Farm Worker (UFW) Organizing Committee, AFL-CIO, sends telegram to Cornell President James Perkins inquiring about Cohn Farm and its migrant workers. Rev. Alex Brown later serves as field representative for UFW Organizing Committee, AFL-CIO, visiting workers at Cohn Farm and other farms.

Spurred by UFW inquiry, meetings are held from October 1968 to May 1969 between representatives of administration, College of Agriculture, and Prof. Friedland regarding Demonstration 1970 project.

Rev. Alex Brown, pictured here in 1988, served as field representative for the UFW Organizing Committee, AFL-CIO.

1970

In November, *On the Season: Aspects of the Migrant Labor System* by Dorothy Nelkin is published by School of Industrial and Labor Relations at Cornell.

Agribusiness Accountability Project, Washington-based private organization concerned with protecting migrant workers' interests, investigates Cohn farm. Subgroup of this project is operated at Cornell under auspices of Center for Religion, Ethics, and Social Policy (CRESP). During summer and fall of 1970, a survey is conducted with Cohn Farm seasonal workers regarding wages.

University Senate's Minority and Disadvantaged Interests Committee (Robert C. Gottlieb, chairman) investigates Cohn farm and finds evidence of overcrowding and eight Department of Health code deficiencies.

1971

On February 11, Charles E. Palm, dean of College of Agriculture, announces Cohn farm labor camp will be closed, stating, "We're going to be the hell out of the thing."

—'Out of Our Hands'—

Cornell to Drop Migrant Camp

By PETER BENGELSDORF

Investigations into the living conditions of a migrant labor camp on a Cornell-owned farm have apparently led to the university's decision to terminate the camp's operation.

"We're going to be the hell out of the thing," said Prof. Chalres E. Palm, Dean of the Agriculture School, in an interview yesterday. He said the decision to drop the migrant labor camp is "final," and that he would get "a letter from President Corson so stating."

Cohn Farm, in the Town of Sodus, Wayne County, was bequeathed to Cornell by Herman M. Cohn in 1961. Cohn's will stipulates that the university keep the farm for fifteen years, until 1975. The farm includes facilities for migrant workers, known as "Cohn Camp."

The University Senate's Minority and Disadvantaged Interests Committee has been investigating Cohn Farm during the last several weeks. It discovered in Cohn Camp problems common to migrant worker camps throughout the state, and has been discussing the matter with members of the administration, including Palm and President Dale R. Corson.

Robert C. Gottlieb '72, the committee chairman, met with Corson yesterday

Corson was said to be withholding a public statement until he receives a letter from Palm. Palm said he thought no controversy should develop over Cornell's involvement with the camp, "now that it's out of our hands."

The portion of the farm worked by migrant laborers is commercial. The operation of the farm and camp is contracted to Arthur Boller, who is named as manager in Cohn's will. Boller owns a neighboring fruit farm.

Continued on Page 12

MIGRANT CAMP: Arrow points to approximate location of Cohn Farm, owned by Cornell since 1961

CORNELL DAILY SUN, FEBRUARY 11, 1971

Article in *New York Times* on February 13 quotes Pomology Department chairman Louis Edgerton as stating that college will recruit local help to handle fresh fruit and that efforts would be made to mechanize farm.

Dean Palm orders labor camp at Cohn farm razed on March 3. Rev. Ivory Simmons of Wayne County states, "It was not a fit place to live, but destruction isn't a solution. We wanted to know if Cornell was just washing its hands of the situation, or if it was committed to the people who were brought up from Florida to work the farm."

Rev. Ivory Simmons of Wayne County

On March 21, three of Cornell's newly elected student trustees issue statement protesting razing of Cohn camp without consultation with senate committee on Minority and Disadvantaged Interests.

Cornell University Senate passes Sense-of-the-Body Substitute Resolution B-49 on April 6 recommending "that the College of Agriculture develop proposals for programs designed to assist the migrant workers employed at the Cohn Farm who have been affected by the university's decision to mechanize the harvesting process and close the migrant labor camp, especially with reference to the 1971 harvest season."

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Daily Sun

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ing Newspaper"

DAY, MARCH 22, 1971 — 12 PAGES—TEN CENTS

Cohn Camp Levelling Stirs Controversy

By JOSEPH MASCI

Three of Cornell's four student trustee-designates have protested the "unilateral" decision of the New York State College of Agriculture to bulldoze the Cohn migrant worker camp to the ground. Demolition of the camp, whis is owned by Cornell University, began last week.

In a statement issued last night, Robert Gottlieb '72, Louise Shelley '72 and Gordon Chang '73 asked the College of Agriculture to suspend plans to mechanize the camp by this summer and discuss alternative plans with the University Senate.

The farm was willed to Cornell in 1961, but the College of Agriculture recently decided to terminate the portion of the camp worked by migrant laborers. The fate of the farm, at least until the provisions of the will expire in 1975, is the focus of the debate.

The day after the announcement of the College of Agriculture's decision the Senate Committee on Minority and Disadvantaged Interests criticized the move and called for some provision for the workers who would lose their jobs.

Although Gottlieb was told of the plan to bulldoze in January, the destruction of the camp last week came as a surprise.

Contacted last night, University President Dale R. Corson defended the right of the College of Agriculture to deal with the matter of the camp the way it sees fit. But he also said that it is appropriate for the senate to study the matter.

At a press conference called by the three trustee-designates last night the Rev. Ivory Simmons, an ex-migrant worker who lives in Wayne County near the camp, said he had mixed feelings about the camp being torn down.

Alternatives to mechanization of the farm, according to Simmons, include making it into a "model" migrant farm at which workers could be trained in the hope that they would be able to find work on mechanized farms or in industry.

In a meeting with Corson and representatives of the College of Agriculture Thursday, Gottlieb and Carl Kukkonen grad, presented a memorandum with questions concerning the future of the camp which Corson agreed to transmit to Charles E. Palm, dean of the College of

Five Thousand Attend March On Washington

About 5,000 workers and young people from around the country marched in Washington D.C. Saturday to protest unemployment.

The march was organized nationally by the Progressive Labor Party, along with Students for a Democratic Society and welfare rights groups. Cornell SDS was the only local organizing group.

13 Ithacans, 11 of them students participated in the march according to Mark L. Sussman '71. About half of the total number were workers. Most participants were from New York City.

Marchers gathered at noon Saturday for a rally at Washington's Banneker Recreation Center. After the rally they proceeded through ghetto neighborhoods to the Capital district. They passed the Labor Department and stopped before the White House. Some carried red flags and chanted "fight for socialism".

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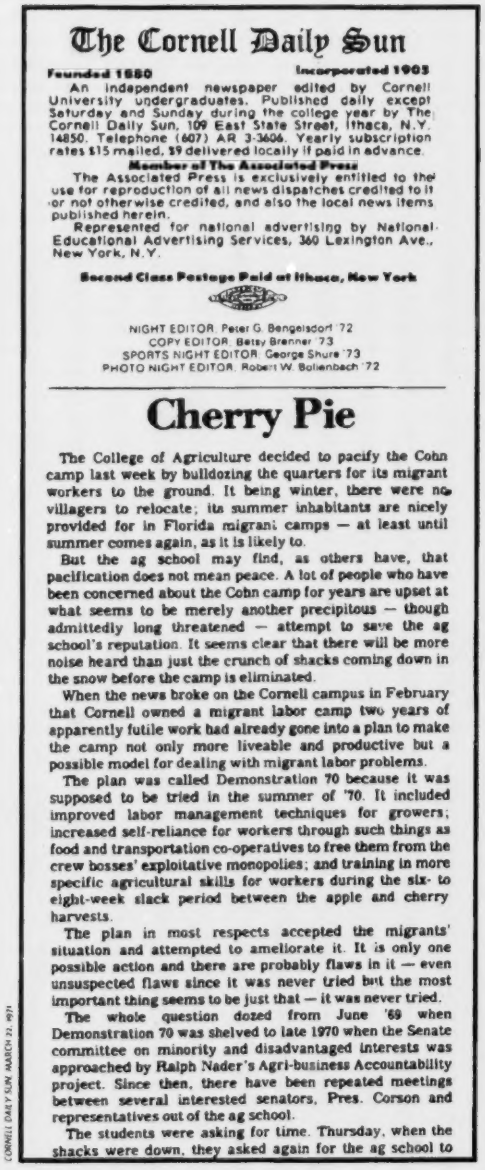
CORNELL DAILY SUN, MARCH 22, 1971

14

On May 1, College of Agriculture responds to University Senate with three proposals: (1) new special programs related to migrant labor situation, (2) continuing long-run programs of the college, and (3) new long-run activities of the college in farm labor, rural manpower, and supporting areas. Proposal calls for addition of two special agents to work in Wayne County, one for three months and one for a year. Prof. R. W. Spalding is named program leader—agricultural manpower.

Special meeting of Wayne County Cooperative Extension Association Board of Directors and staff is held on May 12 to discuss Wayne County Agricultural Manpower Program (WCAMP). Motion is passed to cooperate to a limited extent and in addition that "the College should consult with a particular county when developing any new or continuing program as it affects a county before a commitment is made."



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Cherry Pie

The College of Agriculture decided to pacify the Cohn camp last week by bulldozing the quarters for its migrant workers to the ground. It being winter, there were no villagers to relocate; its summer inhabitants are nicely provided for in Florida migrant camps — at least until summer comes again, as it is likely to.

But the ag school may find, as others have, that pacification does not mean peace. A lot of people who have been concerned about the Cohn camp for years are upset at what seems to be merely another precipitous — though admittedly long threatened — attempt to save the ag school's reputation. It seems clear that there will be more noise heard than just the crunch of shacks coming down in the snow before the camp is eliminated.

When the news broke on the Cornell campus in February that Cornell owned a migrant labor camp two years of apparently futile work had already gone into a plan to make the camp not only more liveable and productive but a possible model for dealing with migrant labor problems.

The plan was called Demonstration 70 because it was supposed to be tried in the summer of '70. It included improved labor management techniques for growers; increased self-reliance for workers through such things as food and transportation co-operatives to free them from the crew bosses' exploitative monopolies; and training in more specific agricultural skills for workers during the six- to eight-week slack period between the apple and cherry harvests.

The plan in most respects accepted the migrants' situation and attempted to ameliorate it. It is only one possible action and there are probably flaws in it — even unsuspected flaws since it was never tried but the most important thing seems to be just that — it was never tried.

The whole question dozed from June '69 when Demonstration 70 was shelved to late 1970 when the Senate committee on minority and disadvantaged interests was approached by Ralph Nader's Agri-business Accountability project. Since then, there have been repeated meetings between several interested senators, Pres. Corson and representatives out of the ag school.

The students were asking for time. Thursday, when the shacks were down, they asked again for the ag school to

CORNELL DAILY SUN, MARCH 22, 1971

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The Seed Is Planted

June

Colleges' advisory committee to WCAMP is formed.

Dan Godfrey is hired for three months to develop programs for agricultural children.

Karen Tobin is hired for one year to develop educational programs for adult family members. Office space is rented from C. B. Foods in Alton, near Wayne County Cooperative Extension office.

Karen Tobin, human resource specialist, Wayne County Agricultural Manpower Program

1972

March

On Failing Farmworkers, case study and evaluation of WCAMP from June 1971 to January 1972, is published

May 16

Twenty people, representing a coalition called People and the Land, interrupt meeting of dean, directors, and department chairs of College of Agriculture to present set of demands. Demands call for continuation of farmworker program in Wayne County, establishment of Department of Agricultural Labor, and establishment of viable Cooperative Extension programs for farmworkers in every county.

June 1

Karen Tobin leaves project to join Program Funding, Inc.

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The Seed Germinates

1972

September

Wayne County Special Migrant Project is formed. Name, philosophy, and focus are changed to alleviate tensions created by Wayne County Agricultural Manpower Program. David Dik, director; Stephen P. Johnson, project leader; and Herbert Engman, youth development specialist. Committee of Nine created to guide program.

Programs include family nutrition, health, pesticide safety, housing, and field study program for Cornell students.

Jennifer Birckmayer (HDFS) provides training for migrant child care center staff and publishes *Guidelines for Day Care Programs for Migrant Infants and Toddlers.*

David Dik, right, was named director of the Wayne County Special Migrant Project, in 1972. Seated at left is Colwyn Allen, advisory board member.

1973

Program publishes services directory that continues to be published today.

Interstate Migrant Nutrition Education Program with Florida Cooperative Extension is formed, supervised by Alice Sprout of Wayne County Cooperative Extension. Aides: Pandora Cole, Hazel Miller, Johnnie Mae Hughley, and later Evelyn Goodman.

Funding obtained from New York State Bureau of Migrant Education (program officer: Delores Allison) for nutrition education, summer outdoor education day camp at Cohn Farm.

17

Evening recreation program for migrant teenagers at Sodus school serves 900 youth and provides employment for migrant youth. Sodus Summer School runs program the following year.

Reading is FUN-damental (RIF) with two summer schools is funded by Campaign for Human Development and matching school funds and coordinated with Project Funding Incorporated in statewide RIF program.

Alton office moves to Maple Avenue in Sodus.

Herb Engman discusses Reading Is Fundamental program with the national director.

1974

Opening the Outdoors: six-week program for children and families at Fair Haven State Park is held in cooperation with school districts and New York State Parks and Recreation. Operates until 1976.

Children attending Opening the Outdoors program.

Ad Hoc Committee on Low-Income Youth is formed to address lack of 4-H clubs to serve these youth. Members include Herb Engman, Carol Wilson, Maureen Torrey, Glenn Applebee, Allyn Smith, Doris Castor, Alice Sprout, Stephen Johnson, and Joyce Bossard. Results in hiring program assistant and recruiting volunteer 4-H leaders.

Staff assists in development of Wayne County Youth.

Pesticide Education Program is developed with James Dewey. Expanded in 1975 to 14 counties and funded by SED.

Dan LaFica, coordinator of the Pesticide Education Program developed with James Dewey.

Stephen Johnson assists in development of Finger Lakes Alcohol Counseling Referral Agency "sobering-up station" in Sodus.

Chautauqua County expands migrant nutrition education program to operate year-round.

Office moves to trailer placed on grounds of Cornell Cooperative Extension (CCE) office in Alton and remains there until 1988.

1975

Labor Management Relations Program is held in conjunction with CCE Agricultural Program.

One-month nutrition program is conducted in Columbia County.

1976

Effective January 1, Stephen Johnson becomes program director, replacing David Dik, and is now based at Cornell. Herbert Engman is named project leader for Wayne County Office.

Community Action for Self Help (CASH) volunteers work on a housing project.

Fifty-one individuals now work in Special Migrant Project programs.

Evening recreation program is expanded to N. Rose–Wolcott school district. Opening the Outdoors is expanded to Dunkirk area and Columbia County.

Uninvolved Youth Project conducted by Carol Wilson is funded by Campaign for Human Development and New York State Division for Youth.

Interagency Newsletter is published.

Project brings two dental hygienists into migrant summer schools and advocates for dental services at Wayne County Rural Comprehensive Health Program to serve migrants.

Stephen Johnson became program director on January 1, 1976.

The Seed Sprouts

1977

Herbert Engman leaves Migrant Project for position on campus. Responsibility for migrant programs is shifted from extension administration to Rural Economic and Social Development Program (RESDP) in Department of Rural Sociology. Bruce John, director; Sherilyn Morrison, project leader.

Summer Enrichment Program serves 1,200 migrant children through summer schools.

Ruth Young and Bruce John conduct research survey with New York State Department of Labor.

RESDP Advisory Committee decides to make health education primary focus of its programs for New York State's migrant population.

Health programs include

- In-Camp Health Education Program in Wayne County.
- Nutrition Education in Chautauqua, Marianne Bennink; Suffolk, Muriel Collyer; Orange, Helen Stantial and Pat Claiborne.
- Dental Education and Services in Niagara (Lockport), Dr. Samuel Thomas, dentist, and Barbara Meeks, health program administrator; Orange (Pine Island); Rushville Health Clinic, May Grossman.
- Pesticide Safety Education, Dan LaFica.
- Health Care Voucher System, Beverly Norton.

Pandora Cole (standing, at right) teaches a nutrition lesson at the Migrant Summer School in N. Rose–Wolcott.

UNIVERSITY PHOTOGRAPHY

John Joyce first served as staff in the summer enrichment program and Opening the Outdoors.

Opening the Outdoors operated at several state parks.

- Wayne County (Fair Haven Park), James Wood
- Columbia County (Copake Falls and Lake Taghkanic), Alfreeda Fowler
- Erie and Chautauqua Counties (Dunkirk and Farnham), Fred Ehrhardt

Nutrition education film *Pick and Choose* for migrant families is produced.

Summer Enrichment Program is held in 13 schools and tutorials.

October

Wayne County Cooperative Extension Board of Directors requests ad hoc committee be appointed to determine organizational structure to be used and programs RESDP will operate in Wayne County.

Delores (Allison) Franklin, associate, New York State Department of Education.

The Plant Grows

1979

Departments in College of Human Ecology at Cornell "bid" for program. Program is reorganized and renamed Cornell Migrant Program. Jerome Ziegler, dean of College of Human Ecology, places administration of program in Department of Human Development and Family Studies under leadership of Herb Engman. CCE director Cindy Noble says Migrant Program for the first time is a "genuine, articulated two-college program." Gail Jackson is administrative assistant. Steve Goggin is hired as part-time youth development specialist.

Migrant Bureau's Identification/ Recruitment Project (Molly Nye, coordinator, and Jay Drake, assistant coordinator) and Parent Education/Early Childhood Project (Pat Ward, coordinator) are moved to Cornell Migrant Program. Nancy Robilotto is administrative assistant.

1980

Operating agreements are reached with Wayne CCE. Kay Embrey is hired as coordinator of Wayne County office in September. Needs assessment is conducted.

Herb Engman begins long tenure on Rural Housing Action Corporation.

Jay Drake enrolls a family in the Migrant Tutorial Outreach Program.

1981

Molly Nye is named coordinator of training and communications in Albany office, which moves to new location. *News/Views* publication is transferred from Geneseo Migrant Program to Albany office of Cornell Migrant Program.

Jay Drake is named coordinator of Identification and Recruitment. Twenty-one part-time recruiters/census takers are hired as recruitment model changes from regional focus to statewide network.

Molly Nye, coordinator of training and communications in the Albany office, 1981.

1982

Migrant Student Record Transfer System is moved under Cornell Migrant Program when MSRTS is changed from regional focus to statewide network.

Pat Ward and Molly Nye coordinate Eastern Stream Migrant Education Conference for 1,200 participants in Rochester, N.Y.

Three 4-H camps provide residential camp experience for migrant youth.

Women in Agribusiness sessions are held in conjunction with extension specialists. First annual Farm Labor Laws and Regulations program is held for growers.

Nancy Robilotto (left), administrative assistant of the Migrant Bureau's Identification/ Recruitment Project.

John Joyce is hired as coordinator of harvest programs. Tractor operation and maintenance course for teens is held at N. Rose—Wolcott School. Short courses are developed: sewing (Lula Sneed), tractor operation (Don Kline), first aid for farm foremen (Griff Mangan), and literacy.

Kathy Fox is hired to coordinate Adult Literacy Program. Twenty-six workers meet weekly with volunteer tutors, including University of Rochester students. *TUTOR* newsletter is published.

Lula Sneed (right) teaches a sewing class.

Pesticide safety education curriculum is published.

Two-day workshop is held for health educators from across New York State.

Workshop on toxic fish is sponsored for agency staff; written materials are developed (with Glenna Kophen of Sea Grant); Migrant Family Communication Project develops audiotapes with Roy Colle of Communication Arts Department.

Agricultural Careers Development Project is funded by HHS in collaboration with Rural New York and CCE.

Migrants and Medicaid workshops are held across New York State.

Alcohol use study is conducted.

Child Abuse and Neglect Study is conducted by Oscar Larson, Family Life Development Center.

Peter Chi of Human Service Studies begins series of studies on health status of migrant workers.

Migrant Student Record Transfer System and regional clerks are moved to Cornell Migrant Program by Richard Bove, director of New York State Education—Migrant Bureau. Program continues until eliminated by Congress in 1994.

1983

Emma Graham is hired as coordinator of Migrant Student Record Transfer System.

Literacy program is expanded; funding is obtained. English as a Second Language classes are begun for Haitians.

Staff continue role of facilitating meetings of agencies serving farmworkers in Wayne County.

Kay Embrey begins authoring news articles and publications for growers on farm labor management issues.

Training for agencies is provided across New York State: Haitian Farmworkers—Understanding Their Culture.

Richard Bove, left, moved the Migrant Student Record Transfer System and regional clerks to the Cornell Migrant Program in 1982.

Kathy (Fox) Castania teaches ESL classes for Haitian farmworkers, 1983.

1984

Programming for Haitian workers is expanded in Wayne County.

Yuriko Yamashita, Cornell graduate student, conducts study on Haitian migrants.

Dance group, The Bucket, performs for more than 900 people at N. Rose–Wolcott High School, funded by private donations.

Minority Performing Arts Project begins.

Agricultural Careers Development Project conducts eight-day Basic Fruit Production course for farmworkers, series on labor management for growers, course for farm supervisors, and meeting for labor contractors.

Mary Hiedenreich becomes administrative assistant in Wayne County office.

The Changing Migrant Scene, two-day conference, is held at Cornell.

1985

Joseph Smith is named data entry specialist for MSRTS. Molly Nye is named coordinator.

Seasonal programs include sewing, fashion show, fishing and cooking fish, recreation, home-school communications, first aid, tractor driving, immigration, and series on U.S. government that culminates in discussion with elected officials.

Kay Embrey serves as a "victim" in the first aid class.

Don Kline (left, foreground) teaches a tractor course at the Cohn Farm.

Minority Arts sponsors Lares Tresjan, funded by National Migrant Foundation, and Haitian Night.

Harvest Labor Management is presented to 60 growers. Eleven people are trained as harvest quality control monitors.

Migrant 4-H club is formed. The teenage members prepare slide presentation and learn photography.

Literacy and ESL are held at two sites, coordinated by volunteers Earl Welker and Pat Pattison, and serve 55 students. Season ends with Halloween party.

Migrant nutrition project continues to employ two aides serving 107 families in Wayne County, 109 families in Florida, and 140 youth in summer schools.

Annual conference, Migrant Farmworkers in New York: Past, Present, and Future, is held at Cornell in April.

Wayne Action for Racial Equality is founded.

1986

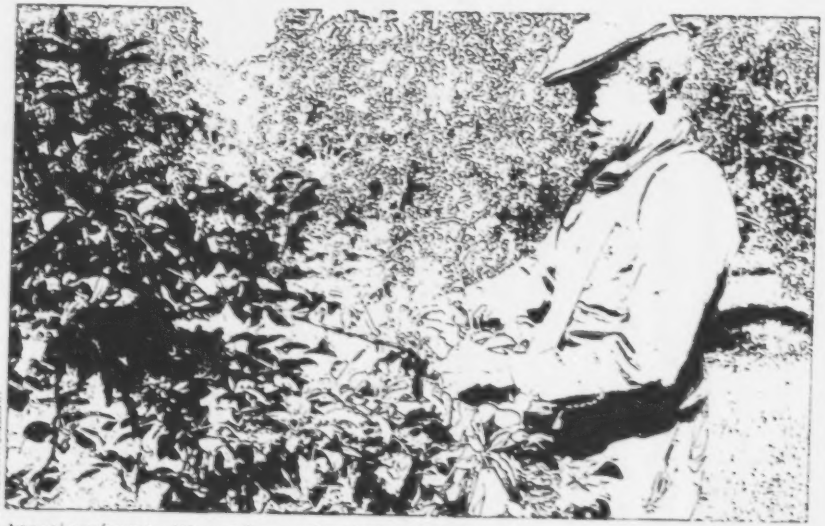
Students from Penfield High School are trained in teaching ESL with funding for transportation provided by Action.

Western N.Y. Immigration Coalition is formed in response to legalization provisions of the Immigration Reform and Control Act.

Labor Management programs focus on the new immigration law.

Annual conference, Change for Migrant Farmworkers I, is held in November.

Pat Ward and Molly Nye begin to coordinate annual statewide Migrant Education conferences.



Annual conference, Migrant Farmworkers in New York: Past, Present, and Future, was held at Cornell in April 1985.

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Demele: "Making It," Migration and Adaptation Among Haitian Boat People in the United States, dissertation by Rosemarie Chierici, is published.

Rosemarie Chierici

1987

Drug Abuse task force is established.

Seasonal programs include sewing, tractor operation, picnic, immigration, Haitian Night, Harvest Dinner. Bucket Dance Theatre performs, funded by Xerox.

Parents as Trainers program is started by Pat Ward.

4-H club develops oral history book, coordinated by Arquilla Pipkins and later Kathy Faso.

Don Barr of Human Service Studies conducts study on African American farmworkers.

Annual conference, Change for Migrant Farmworkers II, is held in April.

Labor management topics for growers include immigration requirements and new right-to-know pesticide laws and field sanitation standards.

1988

CCE of Wayne County moves to Newark. Migrant Program moves from trailer to Frederick's Building in Alton.

Annual conference, Institutional Racism, is held in Rochester in January.

Working Together Group, coalition of agencies serving farmworkers in western New York, is established.

Multicultural Education Task Force and Minority Staff Committee of Migrant Education Consortium are established.

Farmworker Substance Abuse conference is held in Newark.

Professor Don Barr (seated, left) facilitates a workshop with migrant parents.

Kay Embrey serves on Cultural Diversity Committee, College of Human Ecology.

Herb Engman works with Kim VanAtta of Rushville Health Center and U.S.

Ruby Rivers Crawford participates in a sewing class.

Department of Health to create Finger Lakes Migrant Health Program.

New York State Commissioner of Health appoints Engman to Rural Health Council; he serves five years.

Human Resource Management on the Farm: A Management Letter Series by Thomas R. Maloney, C. Arthur Bratton, Kay Embrey, and Joan S. Petzen is published.

Women Latino Migrant Farmworkers Settled in Upstate New York: A Participatory Study of Adaptation, Identity, and Initiative by graduate student Patricia L. Biermayr-Jenzano is published in May.

Pat Ward (left), early childhood education specialist, works with a student.

1989

Labor management topics for growers focus on new Farm Minimum Wage Law.

Culture and Learning Styles of African American Children course for teachers is offered in conjunction with WARE.

1990

Herb Engman serves on Governor's Task Force on Agricultural Employment Education and Labor as representative of College of Human Ecology.

Faith Richardson is hired as coordinator of State Migrant Parent Advisory Council.

The Presence and Absence of Farm Worker Families in the Migrant Stream: A Comparative Case Study, dissertation by Lynn Roberts, is published.

Migrant Farmworkers of Wayne County, New York: A Collection of Oral Histories From the Back Roads, edited by Joyce Woelfle Lehmann, is published. Book is based on oral history tapes generated by 4-H youth group "Travalie."

Joyce Woelfle Lehmann

Faith Richardson (left), coordinator of the State Migrant Parent Advisory Council

32

The Plant Branches Out

1991

Agricultural Labor Markets in New York State and Implications for Labor Policy is published by joint task force of College of Agriculture and Life Sciences, College of Human Ecology, and School of Industrial and Labor Relations. Report calls for farmworkers to be granted right to organize unions and bargain collectively and for all exclusions of farmworkers from equal protection of law to be removed.

Molly Nye coordinates first national interagency migrant conference in Buffalo involving 1,800 individuals from migrant education, health, labor, and Head Start.

Kathy Castania develops Opening Doors diversity workshop. Diversity apprentice project begins with six apprentices.

1992

Immigration Legal Services is offered through Alton office.

Immigration-related Discrimination Project is funded by New York State Office of Economic Development and U.S. Department of Justice.

Kathy Castania begins to lead diversity workshops for schools, agencies, and at extension events across nation.

Kathy Castania (standing) leads a diversity workshop.

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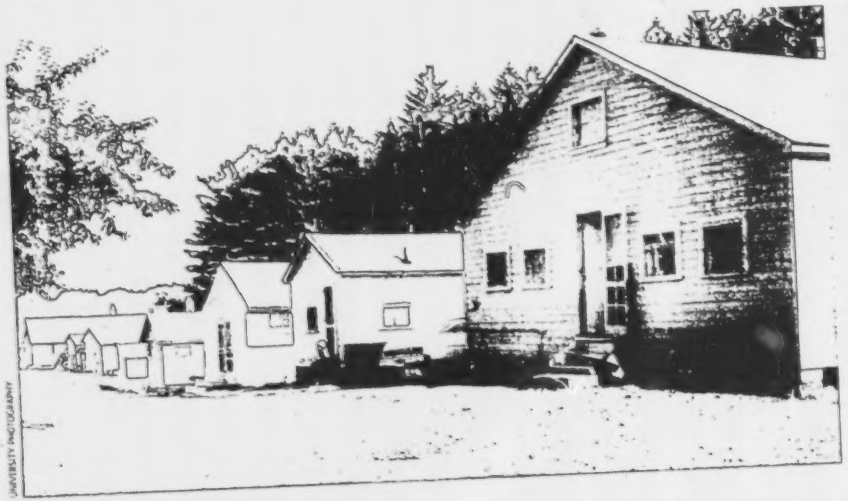
Migrant Agricultural Worker Archives is established at Cornell University Library's Division of Rare and Manuscript Collections.

Employee Housing: A Guide for Farm Employers by Kay Embrey is published.

1993

Molly Nye co-coordinates second National Interagency Migrant Conference held in Denver, Colorado, for 2,200 individuals from migrant education, health, labor, and Head Start.



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Kathy Castania is selected as member of Extension Committee on Policy (ECOP) National Diversity Committee.

Farmworker Alcohol and Substance Abuse Project (FASAP) is funded by HHS. Gloria Molina is hired as project coordinator.

Betty Garcia Mathewson is hired as diversity specialist and brings systems change focus to program that begins to be integrated into diversity project.

Migrant Education Program of New York State Education Department is redesigned. Herb Engman serves as chair of redesign committee.

Interpretation guidelines for New York State Migrant Education Programs are developed by Betty Garcia Mathewson.

Citizenship Campaign for Farmworkers is funded by New York State Department of Social Services.

Two studies are conducted by graduate students in Department of Education: Mexican Migrant Farmworkers: Perception of Services in Wayne County and A Survey of Migrant Agricultural Workers in Wayne County, N.Y.

1995

Diversity Project receives school improvement funding from New York State Migrant Education to support development of project's systems change work in school districts.

1996

Museum exhibit planning grant is obtained from National Endowment for the Humanities.

Kathy Castania becomes member of National Subcommitee on Extension Diversity.

1997

Sharron Sims becomes administrative assistant in Wayne County office.

(left to right) Dean Francille Firebaugh, Dean Daryl Lund, Betty Garcia Mathewson, Stephen Johnson, and Pandora Cole discuss program goals in 1997.

1998

Survey of Migrant Farmworker Records in Upstate New York is conducted. Guide is published following year by Linda Norris and Elaine Engst. Funded by New York State Documentary Heritage Program.

Cultural Diversity: A Rural Response is funded by USDA Special Needs Grant.

1999

Archiving of Cornell Migrant Program records from Wayne County office is funded by New York Documentary Heritage Program.

NEH awards implementation funding for Coming Up on the Season: Migrant Farmworkers in the Northeast.

Resolving Rural Racial Conflicts is funded by USDA Special Needs Grant.

2000

New York State Senate conducts hearings on farmworkers across state. Clete Daniel of Industrial and Labor Relations provides testimony.

Kay's Clips: Farmworker News, e-mail newsletter, is distributed.

Reducing Microbial Hazards on Raw Product Through Farm Worker Education, in collaboration with Robert Gravani in Food Science, is funded by USDA.

2001

Kathy Castania becomes coordinator of Change Agent States Project funded by USDA CSREES.

"Coming Up on the Season: Migrant Farmworkers in the Northeast" opens at Hammond Museum in Westchester County. Educational resources for teachers are developed by Kay Embrey, funded by New York State Department of Education.

Maryellen Whittington Couse and Eduardo González are hired as diversity specialists.

Integrating the Needs of Immigrant Workers and Rural Communities is funded by USDA-CSREES. Kay Embrey is co-principal investigator with Max Pfeffer of Rural Sociology and Pilar Parra of Nutritional Sciences.

The Plant Blossoms

2002

Our Roots Feed Our Future: Thirtieth-anniversary conference and celebration dinner is held.

"Coming Up on the Season: Migrant Farmworkers in the Northeast" opened at the Hammond Museum in Westchester County in 2001.

The Plant Thrives

Diversity

Approaches

The Cornell Migrant Program's (CMP) diversity project is founded in the reflections and testimony of farmworkers describing their experiences in "hostile" host communities and their basic desire to be treated well. Migrant farmworkers have changed over the years, but their stories of discrimination and their desire for equity remain the same. The project began primarily as an approach to understanding differences; as the field of diversity expanded to include systems change work, the CMP diversity project expanded as well.

Currently all implementation efforts reflect a systems change approach, and services are provided at various levels based on the readiness of the individual organizations.

Opening Doors. The cornerstone training of the project is Opening Doors, a three-day retreat during which participants receive a framework that assists them in developing ways to dismantle the unnatural divisions we have inherited. From that new framework can come the creation of authentic multicultural environments.

Participants in the Opening Doors workshop

- increase their understanding of diversity by identifying and learning more about their own identity groups;
- identify personal feelings and experiences related to cultural and other differences among people;
- examine how practices of institutions, as well as one's own personal practices, maintain inequalities among people and prevent us all from reaching our potential;
- develop a framework and common language to facilitate change collectively;
- build alliances.

Eduardo González, diversity specialist, conducts an Opening Doors workshop.

"As a principal, I wanted to attend to learn more about how to help our building team meet its objectives in the area of equity. I also wanted to embark on a personal journey to help me to be a better human being. I am very pleased to say that both goals were met for me."

Williamson Principal, 1995

Systems Change. The Diversity Project System Change Model emerged from an understanding of the impact of institutions on local communities and the recognition of the need to examine and address power differentials that exist among and between groups while

engaging in system change strategies. This model is founded in four major theoretical frameworks: managing diversity, multicultural education, oppression theory, and development of social identity.

This project focuses on providing long-term systems change support to organizations. Program staff conduct training, facilitate strategic planning sessions, and serve as resources for individual issues that arise throughout the implementation process. Three statewide agencies that work within agriculture and one school district with a high concentration of students who are children of farmworkers are the focus of this work:

Cornell Cooperative Extension—Catalyst Team

New York State Migrant Education

Rural Opportunities, Inc., New York Division

Sodus Central School District

Creating Healthy Diverse Communities. With support from USDA Special Needs funding, targeted support on diversity issues is provided to community-based agencies and school systems that children of farmworkers attend. These services include facilitating meetings, mediation, and training. Efforts are aimed at supporting the development of healthy diverse communities that are welcoming to migrant farmworkers by assisting community leaders to effectively respond to diversity issues. Rural communities are in the midst of major demographic transformation across the nation; the Cornell Migrant Project provides leadership in this vital area.

Leadership Development for Farmworkers. All of the diversity implementation efforts include farmworkers' voices. Farmworkers attend the project's cornerstone training, Opening Doors, and are involved in committee work. The Migrant Focus Committee in Sodus School District, facilitated by CMP staff, represents a collaboration among the district, Community Schools, Even Start, East Bloomfield Migrant Education Outreach Program, and community volunteers. This effort has sponsored training for migrant parents and staff within the school district.

Change Agent States for Diversity Project

The Change Agent States for Diversity (CASD) project is a consortium of eight states dedicated to supporting greater cultural diversity in the land grant system by bringing the needed technical skills and training to each of the member states. The project, initiated by Cooperative Extension, is a catalytic step in beginning the transformation of the land grant system. Through this collaborative approach, the consortium will develop successful models and strategies that can be applied throughout the system. The goals are to

- build the capacity of the land grant system to function inclusively and effectively in a multicultural world.
- set standards and implement a vision for supporting healthy, thriving, culturally diverse communities through extension, research, and academic programs.

Cooperation and institutional units involved:

- National Subcommittee on Extension Diversity (SED)
- Cooperative State Research, Education, and Extension Service, USDA
- The University of Arizona

Members of the Change Agent States for Diversity Consortium

- Colorado State University
- Cornell University
- University of Georgia
- North Carolina State University, North Carolina A&T State University
- North Dakota State University
- University of Missouri, Lincoln University
- Pennsylvania State University

Research

Throughout its existence, the Cornell Migrant Program has encouraged research on issues affecting migrant farmworkers. This has led to collaborative efforts with faculty from Cornell and other universities to investigate a wide range of issues. The Alton office has often served as a base of operations for the field research and interviews involving faculty and graduate and undergraduate students. Staff are currently involved in two new research projects, both funded by USDA.

Integrating the Needs of Immigrant Workers and Rural Communities is a collaborative project involving Max Pfeffer of Rural Sociology, Pilar Parra of Nutritional Sciences, and Kay Embrey and Betty Garcia Mathewson of the Cornell Migrant Program. The research will assist in understanding the factors that both promote and limit integration of immigrants into rural communities. This will help the program and Cornell Cooperative Extension design and target education and extension programming that is informed by an understanding of the interplay between immigrant assimilation, social development, and rural quality of life.

Reducing Microbial Hazards on Raw Produce Through Farm Worker Education is a collaborative project with Robert Gravani of the Food Science Department and Elizabeth Bihn, coordinator of the Good Agricultural Practices (GAPS) project. The project is developing a comprehensive, yet practical and meaningful, educational training program for farmworkers. A variety of ethnically and culturally appropriate educational materials are being developed on worker health and hygiene.

In cooperation with the committee on U.S.–Latin American Relations (CUSLAR) and the GAPS project, a summer research project using student interviewers is being conducted to determine farmworkers' degree of access to field sanitation facilities.

A migrant farmworker housing study was completed in 2000 with Rural Opportunities and resulted in the first annual Farmworker Housing Symposium held in October 2001 in Corning, N.Y.

The Thirtieth Anniversary Conference of the Cornell Migrant Program will bring together leading researchers on migrant farmworkers from throughout the country and make their knowledge accessible to a larger audience through the conference program.

Student Involvement

Each year students enrolled in Pilar Parra's course Sociology of Health and Ethnic Minorities take a field trip to Wayne County in conjunction with the topic Health of the Migrant Farmworker: Occupational Risks and Other Issues. Students visit a migrant health clinic, a farm, and labor camps to discuss health issues with farmworkers, growers, and agency personnel.

Staff serve as invited lecturers in Cornell classes. Most recently, Herb Engman conducted a session on migrant farmworkers for the course Ethical Issues in Food and Agriculture.

Undergraduate students with support from the Cornell Public Service Center have assisted in the translation of interviews for the museum exhibit.

Members of COLA (Cornell Organization for Labor Action) have

Each year students in Professor Pilar Parra's class Sociology of Health and Ethnic Minorities take a field trip to Wayne County where they visit a migrant health clinic, a farm, and labor camps.

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Members of COLA (Cornell Organization for Labor Action) talk with farmworkers Linda Lucas-Browning (left) and Aleus Hilaire (in middle, wearing hat).

been supported in their efforts to educate the Cornell community about farmworkers though conferences, invited speakers (including farmworkers) and seminars.

CUSLAR has been assisted in its involvement of students in a field sanitary facilities study.

Several graduate students have completed theses working with Cornell Migrant Program staff, and numerous undergraduate and graduate class papers have been written.

Inter-Agency Collaboration

In 1988 agencies serving migrant farmworkers in western New York were mired in long-standing financial and political conflicts and deep interpersonal animosity. Personnel in some agencies were not on speaking terms with one another, disparaging remarks about other agencies' services were made openly, and clients often were not referred to another program for needed services.

Cornell staff were instrumental in providing a conflict resolution process that resulted in the formation of the Working Together Group, a vehicle for agencies to cooperate to improve services and address common issues. Kay Embrey provides the continued coordination necessary to the maintenance of the group. Members report that their participation in the group has resulted in

- better coordination and less duplication of services.
- improved project planning.
- more joint projects and joint staff training.

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- better understanding of how to affect public policy.
- collaborative writing of grants.
- a support system that reduces feelings of isolation.
- greater sensitivity of staff to issues of diversity and oppression.

In 1993, the Farmworker Advocacy Coalition was formed by agencies serving farmworkers in eastern New York with the assistance of Cornell Migrant Program staff. Collaborative efforts between the two groups have strengthened services to farmworkers and their families across New York State.

Cornell staff were also instrumental in the expansion of agencies and programs to address gaps in services. Rural and Migrant Ministry and CITA expanded to western New York, the Women's Farmworker Institute was formed, and the New York Immigration Coalition broadened its focus to include farmworker issues.

Communications

The Communications Project serves as the educational outreach arm of the New York State Migrant Education Program. Ongoing public relations tasks include the development and dissemination of the State Migrant Education brochure and the State Migrant Education directory. *Migrant News/Views*, a compilation of news articles about migrant farmworker issues, is distributed quarterly to 250 agencies throughout the nation.

Molly Nye, the communications coordinator, serves as secretary of the Migrant Education Outreach Program Consortium, arranges meetings of the consortium, and provides information of statewide interest between meetings.

A three-day professional development training for more than 300 migrant staff and parents is held annually. The Communications Office coordinates this training.

The Communications Office prepares the *New York State Performance Report* for the federal migrant education program each year. These statistics are used to fund the New York State Migrant Education Program as well as the individual Migrant Education Outreach Programs (MEOPS).

The communications coordinator also assists the state director of migrant education with reviews of the summer and school-year programs to provide technical assistance, share best practices among programs, and ensure that migrant children receive the most relevant academic and support services while meeting the requirements of the federal migrant education grant.

More than 300 migrant staff and parents attend an annual three-day professional development training.

New York State Migrant Parent Advisory Council

The New York State Migrant Parent Advisory Council (PAC) is comprised of parent representatives from each of the 11 regional Migrant Education Outreach Programs (MEOPS). Each member is a parent of a child who qualifies for services from the New York

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State MEOPS. The state PAC is coordinated by Faith Richardson and is responsible for making recommendations to the Migrant Education Program on the implementation, planning, and evaluation of the program. The state PAC provides representatives to sit on committees as requested by the Migrant Education Consortium.

Parents who participate in the state PAC gain skills and experience in group process, advocating for their children, information on parenting, and decision-making. They make recommendations on workshops for the state conference and use the conference as an annual fund-raiser. Funds raised are used to send parents to additional conferences and other activities. Each year a minimum of two parents are elected to attend the national Migrant Education Conference.

Opportunities for training and involvement are also available to state PAC members, including Parent Trainer Turnkey training, Opening Doors, diversity training, Justice for Farmworkers Committee, health center boards, and the State PAC By-Laws Committee.

Additional parents participate in parent education and literacy programs supported through Even Start grants from the BOCES Geneseo Migrant Center and staffed by Pat Ward.

Immigration

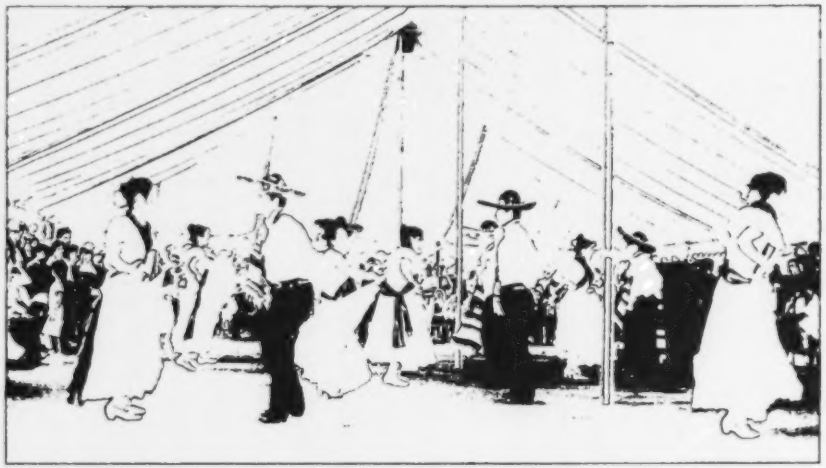
Changes in immigration policies have a significant impact on agricultural employers, schools, and agencies serving farmworkers, but most especially on the farmworkers and their families. Accurate information on immigration-related developments and trends is provided to each of the above groups and individuals through workshops, newsletters, educational resources, and consultations. Topics include employer sanctions, guestworker programs, immigration-related discrimination, citizenship, family unification, illegal immigration, and immigrant-community relationships.

At the Alton office, immigrant farmworkers are provided with assistance in completing immigration forms and applications and are referred for legal assistance. During the harvest season, an attorney from Monroe County Legal Aid's Immigration Project holds biweekly evening office hours there.

A new research project is now being conducted to assess the process of immigration in rural communities (see Research, p. 19).

Health

The Migrant Child Health Vouchering Program provides limited health care to children and youth under the age of 22. It is a "last resort" program, used only when all other sources have been explored. In recent years Child Health Plus has helped reduce the number of health services (from 1,000 to 500 per year), but the recruitment of young males into migrant farm work has resulted in much more serious health problems, especially dental ones, requiring attention. Thus the demand for health care has been so great that State Education Department grant funds have been exhausted in recent years.



A Mexican fiesta is held every year in Sodus, sponsored by the Multicultural Arts Project.

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Public Policy

The Cornell Cooperative Extension System has engaged in public policy education for much of its history, and the Cornell Migrant Program has carried on that proud tradition. The purposes of the effort are to increase farmworkers' understanding of public issues and the public policy-making process; increase farmworkers' ability to participate effectively in the public policy process; and help policy makers and the general public understand issues affecting farmworkers.

Staff has consulted with legislative assistants on a proposal to enable migrant farmworker students to qualify for in-state tuition at SUNY units.

Farmworkers have been enabled to represent their own interests through public policy education.

Staff worked closely with the New York State Health Department in the revision of the Sanitary Code regulating migrant labor housing.

The Cornell Migrant Program's electronic newsletter provides public policy information to government agencies, organizations serving farmworkers, and individuals throughout the state and nation.

Dan Werner, Marcela Olvera, and Betty Garcia Mathewson (left to right at table) attend State Senate hearings in Albion.

Archives

The Migrant Agricultural Workers Archives was established as a collecting program in 1992 in Cornell's Division of Rare and Manuscript Collections (RMC), Carl A. Kroch Library. The program is designed to collect and preserve primary source material concerning migrant farmworkers in New York State; to document their working conditions, living conditions, and migratory movements. The records will be valuable to researchers in such fields as agricultural economics, anthropology, history, and sociology, as well as to museum curators and local history groups. The following people were instrumental in the establishment of the archives: Elaine D. Engst, director, Division of Rare and Manuscript Collections; Gould Colman, archivist; Olaf Larson, professor of rural sociology; and Kay Embrey and Herbert Engman of the Cornell Migrant Program. Professor William Friedland made the first donation to the archives, contributing the field notes and papers of the Migrant Labor Project conducted with students in New York from 1966 to 1969. RMC and the Kheel Center for Labor-Management Documentation in the Catherwood Library (ILR) hold additional archival material that can be accessed through the library's online catalog.

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Southern migrant workers pick beans in Oneida County, 1944.

A survey of records documenting migrant agricultural workers was conducted in 1998 and 1999, resulting in the publication of *Migrant Farmworker Records in Upstate New York: Survey and Guide* by Linda Norris and Elaine D. Engst. This project was funded by the New York State Documentary Heritage Program and was designed to identify archival materials in three New York regions, to make the collections accessible to researchers by publication of a guide to the collections, and to develop awareness among those generating relevant records about the importance of preserving them.

A second grant from the New York State Documentary Heritage Program in 2000 has allowed for the arrangement and description of records held in the Cornell Migrant Program's Wayne County office. These have now been placed in the archives.

All documents related to the exhibit "Coming Up on the Season: Migrant Farmworkers in the Northeast" will be added to the archives after the end of the exhibit.

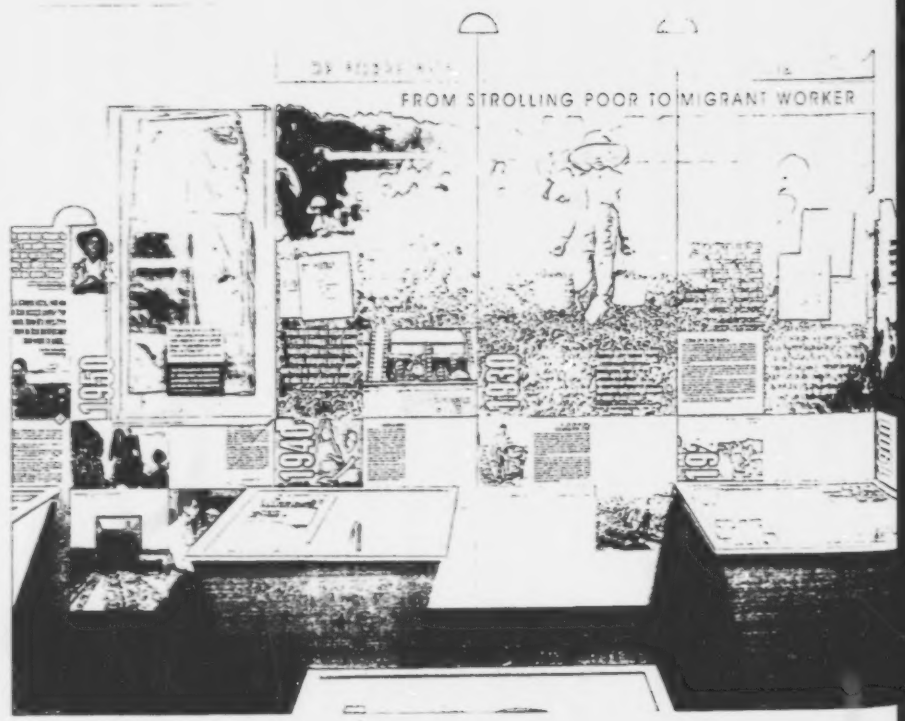
Museum Exhibit

"Coming Up on the Season: Migrant Farmworkers in the Northeast" is part of the ongoing effort to preserve the history of migrant farmworkers and stimulate an appreciation for their work and contributions to our communities and economy. The exhibit is the culmination of more than five years of fieldwork and research with farmworkers and in communities throughout the northeastern United States and in Mexico. The exhibition includes tools used by migrant workers, paintings by migrant workers and their children, objects collected from home communities in Mexico, and extensive photographic documentation of the lives of migrant workers in the past and today. Video installations allow visitors to hear directly from workers and growers and help visitors understand the nature of their work and their motivation for migration.

The exhibition is coordinated by Linda Norris of Riverhill and funded by the National Endowment for the Humanities, the Rockefeller Foundation, New York State Council on the Arts, Newman's Own, and Pioneer New Media Technology. Rural and Migrant Ministry provided support for the Hammond Museum's hosting of the exhibit. Two museums, Hammond and Dewitt Historical Society, have shown the exhibit to date. It is next scheduled for the New Jersey Historical Society and then will tour several other states.

Educational resources for teachers were developed to accompany the exhibit with funding from the New York State Education Department—Migrant Program. These educational resources are designed to enhance the learning experience for students in grades 2 to 5, 6 to 8, and 9 to 12. Resources include background information on farmworkers, exciting lesson plans, photos from the exhibit, a map on which students can trace the workers' journeys, and a bibliography. Kay Embrey created the educational resources.

Visit the exhibit on the web at www. farmworkers.cornell.edu.



Community Development

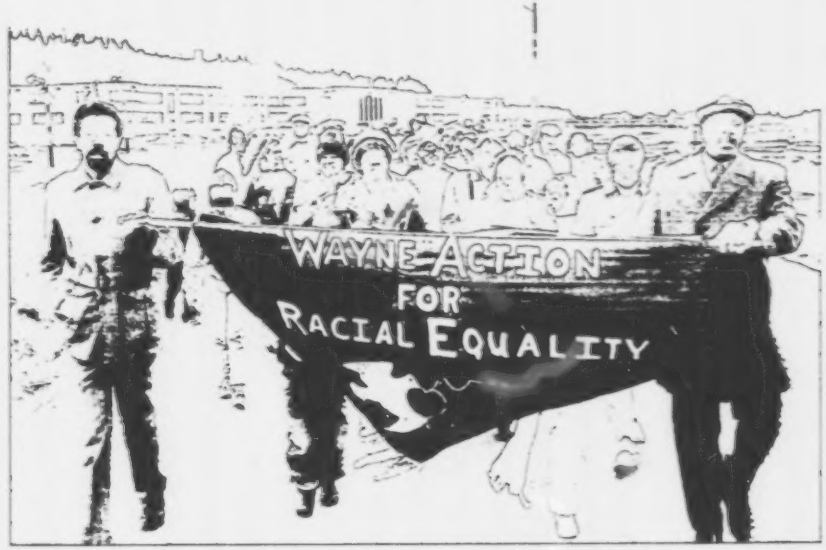
The Cornell Migrant Program has long focused on (1) increasing the service capacity of agencies to meet farmworkers' needs and (2) empowering farmworkers to address their own needs through the development or strengthening of community organizations. As a result, staff often serve on a variety of governing and advisory boards. Staff also have often identified gaps in services and helped to create organizations to meet those needs. Examples include the following.

During the 1970s in Wayne County, Community Action for Self Help, a housing project, was formed as a result of Steve Johnson's efforts. The state's first Reading Is FUNdamental (RIF) program for migrant children was started by Herb Engman. The hiring of naturalists in New York State Parks was pioneered by Herb Engman through the Opening the Outdoors Program, designed as an after-school and weekend program for migrant children and their families.

In the 1980s, Kathy Castania founded both the Multicultural Performing Arts Program and a migrant literacy program in Wayne County. The arts program became an independent project; the literacy program was transferred, along with funding, to Literacy Volunteers of America. Kay Embrey and Kathy Castania were founding members of Wayne Action for Racial Equality, a grassroots community organization.

Most recently, the Farmworker Women's Institute, a statewide organization, was assisted in its formation by Kay Embrey, who also co-coordinates the Sodus women's group. Herb Engman and Kay Embrey assisted the Rural and Migrant Ministry and the Independent Farmworker Center (CITA) in their expansion to western New York. Cornell Migrant Program staff and faculty from the ILR School have provided technical assistance to groups addressing labor policy issues.

The diversity project provides professional development to agencies serving farmworkers and provides scholarships for farmworkers to attend Opening Doors, the project's cornerstone training. An example of recent support to Rural and Migrant Ministries includes a board training entitled Diversity Frameworks for Change, a train the trainer relationship with Youth Empowerment Staff supporting the development of a young women's institute and a time management workshop for staff. A training is currently being developed for CITA staff on how to work effectively through interpreters.



Members of Wayne Action for Racial Equality, a grassroots community organization, march for their cause.

Clips

In 1999, with support from New York State Migrant Education, a new e-mail newsletter, *Kay's Clips: Farmworker News*, was initiated. The response has been remarkable and is a reflection of the need for news on recent events and policy issues. Subscribers now number 105 and represent education, health, legal services, religious organizations, academia, labor, and other programs. Subscribers report that they often forward issues on to other readers and listservs or make copies to circulate to their staff.

"*Kay's Clips* is an excellent educational tool to know what is happening locally, statewide, nationally, and internationally." —a subscriber

Staff

Staff of the Cornell Migrant Program (left to right), row 1: Molly Nye, Nancy Robilotto, Vonda Royce, Kathy Castania, Kay Embrey, Betty Garcia Mathewson, Pam Callan. Row 2: Sharron Sims, Faith Richardson, Maryellen Whittington-Couse, Herb Engman, Eduardo González

Pam Callan is the administrative assistant on the Change Agent States for Diversity Project. (pc96@cornell.edu, Brockport)

Kathy Castania is project manager of the Change Agent States for Diversity project. For the past 10 years she has served as the multicultural education coordinator for the New York State Migrant Education Program. She has experience in community development. (ksf1@cornell.edu, Alton)

Kay Embrey is a senior extension associate whose work focuses on agricultural labor markets, immigration, agency collaboration, and public policy. She has directed many grant-funded projects and currently is involved in two research projects. (ke20@cornell.edu, Alton)

Herb Engman is a senior extension associate and director of the Cornell Migrant Program. He focuses on migrant farmworker health, housing, public policy, and education. He is also a youth development and community development practitioner. (hje1@cornell.edu, Ithaca)

Eduardo González, Jr., is a diversity education specialist. His background is in youth development with a focus on social identity development. (eg36@cornell.edu, Rockland)

Betty Garcia Mathewson is the diversity project coordinator. Her primary area of expertise is systems change. She has extensive experience in rural community development. (bag7@cornell.edu, Brockport)

Molly Nye is the communications and staff training coordinator. In her 27 years with the Migrant Education Program she has also served as the identification/recruitment coordinator and Migrant Student Record Transfer System (MSRTS) coordinator. (mollynye@nycap.rr.com, Albany)

Faith Richardson coordinates the New York State Migrant Parent Advisory Council for the Migrant Education Program. Her practice and philosophy are founded in her life experience as a dairy farmworker. (fay1257@aol.com, Oswego)

Nancy Robilotto has worked for the Migrant Education Program for 27 years. She is the administrative assistant in the Albany office and for the Identification/Recruitment Project. (nancyrob@nycap.rr.com, Albany)

Vonda Royce is the administrative assistant in the Ithaca office and coordinator of the Child Health Voucher System. (vkr1@cornell.edu, Ithaca)

Sharron Sims is the administrative assistant in the Alton office and provides support for the diversity programs. (sas40@cornell.edu, Alton)

Maryellen Whittington-Couse is a diversity education specialist. She has worked in multicultural and bilingual education for 20 years. (mwhit68421@aol.com, Tillson)

Pat Ward is an early childhood education specialist. After working with the Cornell Migrant Program for 18 years, she now acts as a consultant on Even Start projects. (ward@capital.net)

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Brockport, NY 14420
585-395-5731

Oswego
248 West Stone Road
Mexico, NY 13114
315-963-8939

Rockland
Rockland County CCE
P.O. Box 1000
East Kirkbride Road
Thiells, NY 10984
845-429-7085

Tillson
P.O. Box 262
Tillson, NY 12486
845-658-8119

Committees Associated with the Cornell Migrant Program

College of Agriculture Ad Hoc Committee

(which met in 1971 with University Senate Committee on Minority and Disadvantaged Interests)

L. J. Edgerton
O. C. French
O. F. Larson
J. W Spencer
B. F. Stanton

WCAMP College Advisory Committee

(formed June 1971)

R. W. Aronson
C. A. Bratton
J. W. Converse
H. D. Crowe
D. W. Dik
E. W. Foss
D. E. Hedlund
O. F. Larson
L. A. Noble
R. C. Nichols
H. P. Warnock
E. Weigand
C. R. Harrington, Chairman
R. W. Spalding, Secretary

Wayne County Agricultural Manpower Program

(Wayne County Advisory Committee)

Rev. Ivory Simmons
Rev. Lawrence Collins
Father George Wiant
Gloria Johnson
Shirley Rowe
Robert Toft
Ann Shuler
Juanita Collins
Preston Gaylord, Jr.
John Connors
Elizabeth Herring
William Hubbard
Richard Loucks
James Rowe
James Clay
Essie Mae Gilley
Altemese Williams
John Joyce

Special Migrant Project Advisory Board

("Committee of Nine," June 1974)

Wayne County Cooperative Extension

Sue Bruner
Ernest Phillips
William Sterling

Community

Colwyn Allen
Rev. Ivory Simmons
Father George Wiant

Cornell University

Prof. Elizabeth Wiegand
Prof. Edward W. Foss
David Dik

Rural Economic and Social Development Program Advisory Committee

Cornell faculty and staff, 1978

Paul Eberts
Sherilyn Morrison
Bruce John
Walter Coward
Alan Hahn
Allyn Smith
Herbert Engman
Jean Hope
Guy Burns
Dave Deschler
Sid Cleveland
Steve Johnson

Cornell Migrant Program Committee—on campus

1979

Sid Cleveland
Herb Engman
Jenny Gerner
Regina Rector
Sue Travis
Dave Deshler
Dennis Fisher
Charles Geisler
Emil Haller

Cornell Migrant Program—Wayne County Advisory Board

1981

"Doc" Malchoff
James Burk
John Joyce
Father Bill Spilly
Ruth Bartleson
Cliff DeMay
Clara Manuel
Arland White
Simon Henderson

Cornell Migrant Program Committee—on campus

1988

Irma Almirall-Padamsee
Don Barr
Vernon Briggs
Thelma Crivens
Enrique Figueroa
Moncrieff Cochran
Peter Chi
Muriel Brink
Urie Bronfenbrenner
David Dik
James Turner

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